



Mr. Bayad's alleged subsequent attempts to obtain re-employment with Cisco or employment elsewhere.

6. I have no involvement with the administering or scoring of Cisco Certified Internetworking Engineer ("CCIE") certifications.

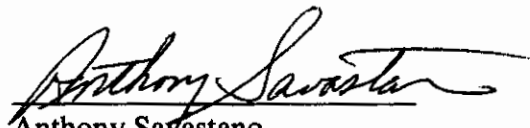
7. To my knowledge, Cisco does not maintain a no-hire list targeting minorities as alleged by Mr. Bayad.

8. My attorneys have provided me with a copy of the "no-hire" list Mr. Bayad produced in the course of this litigation. I have never seen it before. I never placed or instructed anyone to place Mr. Bayad's name on a "no-hire" list. Nor did I ever instruct anyone at Cisco not to hire, promote, or transfer Mr. Bayad.

9. I have no personal knowledge concerning, and have had no involvement with, any decision regarding Mr. Bayad's alleged attempts to foster any type of business relationship with Cisco or any other entity, on behalf of himself or any affiliated entity.

10. I have never communicated with John Chambers about Mr. Bayad. Since 1997, I have had no communications with Carl Wiese about Mr. Bayad.

February 15, 2005

  
Anthony Savastano